



Speech and Language Therapist

Reporting to	Lead Speech and Language Therapist (SLT)
Organisation	Renovo Care Group
Department / area	Operations - Allied Health Professions
Band / pay rate	Broadly equivalent to Band 5
Days / shifts	Days
Hours	37.5 hours per week, working 5 days out of 7
Location / travel required	Hollanden Park Hospital

Role overview

As a Speech and Language Therapist (SLT), you will support the Lead SLT with patients who have a neurological injury; using evidence-based principles, to assess, plan, implement and evaluate interventions.

Under the supervision of the Lead SLT you will be required to provide assessments, therapy, advice, and support to adults with acquired neurology.

You will work collaboratively within the Interdisciplinary Team to ensure a comprehensive and patient-centred service, utilising integrated working to optimise outcomes.

Additional training will be provided if required.

Key responsibilities

- Ensure that accurate patient care records are maintained in accordance with legal and professional requirements.
- Put forward requests for items of equipment based on the needs of the patient
- Follow necessary protocol and carry out risk assessments when establishing patients' goals, making sure they are realistic and functional.
- Observe and record changes to patients' diagnoses regarding their speech, language, communication, and swallowing status.
- Be an integral part of the Interdisciplinary team (IDT), aiding in areas of communication and swallowing and taking part in IDT meetings such as case conferences and joint assessments.
- Review carryover and provide handover instructions to medical, nursing and other health care professionals
- Demonstrate empathy with patients, carers, families and colleagues; ensuring that effective communication is achieved, particularly where barriers to understanding exist (e.g. aphasia) and adapting communication style to the needs and personality of patients and their relatives.
- Create tailored communication guidelines to help staff modify their communication style to suit the patient.

- Communicate complex conditions related information from assessments to patients, carers, families and members of the multidisciplinary team (e.g. aphasia, apraxia of speech, cognitive communication disorders, dysphagia, dysarthria and dysphagia).
- Help formulate personalised feeding guidelines for patients with dysphagia and monitor the oral intake of patients by encouraging key workers to document the amount of food tolerated by patient and record any signs of difficulties observed.
- Maintain an up-to-date knowledge base and skill development that reflects local need and an evidence-based approach to practice, following and participating in appropriate training, development and enhanced competencies in a wide range of clinical skills encompassing neuro specialties.
- Participate in departmental audits and service evaluations projects, collecting statistical information and writing reports.
- Understand the potential risks involved in working within an unpredictable and challenging environment, remaining vigilant in identifying risks.
- Maintain safe, high standards of practice by being familiar with all current professional, and local issues, attending meetings and courses as identified and appropriate, maintain up-to-date knowledge base.
- Help raise awareness about dysphagia to nurses, keyworkers and kitchen staff regarding food consistencies and feeding skills, forewarning them on the impact of dysphagia and the consequences of feeding the wrong consistencies and not following feeding guidelines.
- Manage patient caseload with or without supervision
- Other duties reasonably requested

Framework and boundaries

You will report to the Lead SLT and work collaboratively within the Interdisciplinary Team to offer a comprehensive, patient-centred service.

There is no budgetary responsibility with this position.

Person specification

Education, Training and Qualifications	Essential	Desirable
Degree in Speech and Language Therapy	✓	
Registered with the HCPC	✓	
Evidence of successful completion of Dysphagia Training		✓
Current membership of the RCSLT	✓	
Evidence of CPD and continued learning	✓	
Membership of relevant Special Interest Groups (eg. SWIBICEN)		✓
Experience and Knowledge	Essential	Desirable
Experience of working with patients in the neuro setting		✓
Knowledge and understanding of cognitive communication disorders	✓	
Knowledge in using appropriate outcome measures	✓	
Knowledge of a range of models of SLT practice	✓	
Knowledge in delivering evidence-based practice, following best practice guidelines, using assessment tools and providing outcome measures	✓	
Experience in independently establishing goals and therapy plans		✓
Demonstrate knowledge of and commitment to relevant regulations, legislation, policies (e.g. infection control and health and safety guidelines) and clinical governance	✓	
Leadership and Teamwork	Essential	Desirable
Ability to recognise, assess, diagnose and treat disorders of communication, with supervisory support dependant on experience	✓	
Ability to recognise, assess, diagnose and manage dysphagia, with supervisory support dependant on experience and training.		✓
Able to contribute to IDT processes, including joint goal setting, IDT meetings, Review meetings and reports, and compiling outcome measures.	✓	
Experience of successful working in multi-disciplinary/Interdisciplinary teams		✓
Able to reflect and critically appraise own performance	✓	
Skills and Capabilities	Essential	Desirable
Able to recognise, assess, diagnose and treat disorders of communication, with supervisory support dependant on experience	✓	
Able to utilise skills with patients who may have cognitive difficulties, and adapt ways of working appropriately	✓	
Excellent communication skills with all colleagues; and to deliver good written and verbal communication for patients, family members and external stakeholders	✓	
Computer literature and able to produce comprehensive reports	✓	
Using and developing low tech AAC		✓
Able to work with patients who have behaviours that may challenge and contribute to programmes of personal behaviour support		✓
Provide specialist assessment, management, and treatment which may include: <ul style="list-style-type: none"> ○ Delivery of FEES ○ Competent in Tracheostomy Management ○ Delivery of Melodic Intonation Therapy ○ Use and Assessment of Specialist AAC ○ Use of assistive technologies and equipment 		✓
Physically able to employ manual handling skills and processes	✓	
Personal Qualities	Essential	Desirable
Committed to putting patients at the heart of all you do.	✓	

Responsible, reliable, and flexible approach to work	✓	
Organised and able to manage own workload, and prioritise as required	✓	
Positive attitude to continued learning and developing clinical competencies	✓	
Passionate about providing neurorehabilitation of the highest standard	✓	